

## Message Text

LIMITED OFFICIAL USE

PAGE 01 VIENTI 04698 050952Z

16  
ACTION EA-10

INFO OCT-01 ISO-00 AID-05 CIAE-00 COME-00 EB-07 INR-07

LAB-04 NSAE-00 SIL-01 DODE-00 PM-03 H-02 L-03 NSC-05

PA-01 PRS-01 SP-02 SS-15 USIA-06 OMB-01 CU-02 OPR-02

A-01 SY-05 SCCT-01 SSO-00 IO-10 /095 W  
----- 064085

P R 050800Z JUL 75  
FM AMEMBASSY VIENTIANE  
TO SECSTATE WASHDC PRIORITY 4680  
INFO AMEMBASSY BANGKOK  
AMCONSUL UDORN  
DEPCHMACTHAI UDORN  
13TH AF CC CLARK AFB  
CINCPAC  
13TH ADVON CC UDORN

LIMITED OFFICIAL USE VIENTIANE 4698

CINCPAC FOR POLAD

BANGKOK ALSO FOR USAID/LAOS RESIDUAL STAFF

E.O. 11652: N/A  
TAGS: AMER, PFOR, US, LA  
SUBJ: RAL EMPLOYEES' DEMANDS

REF: VIENTIANE 4687

1. PANYA CALLED ON ME MID-DAY FRIDAY, JULY 4. HE HAD  
JUST SEEM MIN OF PUB WORKS SINGKAPO TO INFORM HIM STUDENTS/  
DEMONSTRATORS HAD OFFERED TO SELL HIM VARIOUS AMERICAN  
THINGS, INCLUDING KITCHEN UTENSILS AND \$300,000 WORTH OF  
COMMISSARY GOODS. ACCORDING TO PANYA, SINGKAPO WAS FURIOUS  
AND SAID HE WOULD PUT A STOP TO THIS.

LIMITED OFFICIAL USE

LIMITED OFFICIAL USE

PAGE 02 VIENTI 04698 050952Z

2. THIS MATTER GAVE PANYA OPENING TO RAISE SUBJECT OF

EMPLOYEES' DEMANDS. ACCORDING TO PANYA, SINGKAPO CONFIRMED WHAT HE HAD SAID TO ME: RAL EMPLOYEES WERE NOT EMPLOYEES OF USAID; DAO WAS DIFFERENT FROM USAID; FIREMEN AND GENERATOR OPERATORS (DAO CONTRACT) WOULD BE KEPT ON PAYROLLS AND THEREFORE WOULD NOT BE SEPARATED; AMONG THE OPERATORS AND HANDLERS (AID CONTRACT), THERE WOULD HAVE TO BE A REDUCTION IN FORCE. PANYA TOLD SINGKAPO THAT HE NEEDED THE SUPPORT OF THE MINISTER IF RAL WAS NOT TO BE CLOSED DOWN. SINGKAPO AGREED TO SEND HIS CHEF DE CABINET (VETH) AND ANOTHER ASSISTANT (THONGSUK) TO MEET WITH THE EMPLOYEES AND PANYA AT 5 P.M. THIS AFTERNOON.

3. PANYA SAID HE HAD OFFERED TO KEEP HANDLERS AND OPERATORS (USAID CONTRACT) ON FOR AT LEAST ONE YEAR BUT AT REDUCED SALARIES. THEY HAD REFUSED, SAYING THEY PREFERRED TO BE SEPARATED. PANYA THEN SHOWED ME PROVISION IN CONTRACT WITH USAID (ART II, PARA 3 F) REGARDING SEPARATION. IT READS AS FOLLOWS: "USAID WILL REIMBURSE THE COST OF SEPARATION BENEFITS WHICH THE CONTRACTOR MAY BE REQUIRED TO PAY TO TERMINATE EMPLOYEES PURSUANT TO LAO LABOR LAW AND REGULATIONS." I SAID THAT THIS WAS JUST RIGHT; ANY BONUSES BEYOND THAT WOULD HAVE TO BE PAID BY RAL. WE DID NOT PURSUE THIS POINT. PANYA ONLY SAID HE HOPED IT ALL COULD BE WORKED OUT.

4. LAST NIGHT PANYA CALLED TO SAY SINGKAPO'S REPS HAD NOT SHOWN UP AND EMPLOYEES WERE THREATENING TO GO ON STRIKE IMMEDIATELY.

5. THIS MORNING (JULY 5) THERE WERE NO INDICATIONS OF A STRIKE AT RAL, BUT PANYA CALLED AGAIN. THIS TIME HIS MOOD WAS MORE DESPERATE. HE HAD DONE WHAT HE COULD WITH EMPLOYEES BUT THEY WERE ADAMANT. HE COULD NOT UNDERSTAND WHY US COULD NOT HELP OUT WITH SUCH PALTRY SUM. HE WAS NOT ANTI-AMERICAN BUT ON THIS ISSUE HE WOULD NOT SUPPORT US. FURTHERMORE, HE STILL HAD DAO CONTRACT TO SETTLE AND IF THERE WAS NO MOVEMENT, HE WOULD BRING COURT ACTION. I ANSWERED THAT DAYS WHEN AMERICAN EMBASSY HAD FUNDS AND PERSONNEL TO PROVIDE SUPPORT AT WILL LIMITED OFFICIAL USE

LIMITED OFFICIAL USE

PAGE 03 VIENTI 04698 050952Z

WERE FINISHED. I ALSO SUGGESTED HE SEE MIN SINGKAPO AGAIN.

6. COMMENT: PANYA IS DESPERATE. HE INDICATED AT ONE POINT THAT IF EMPLOYEES TOOK OVER RAL, HE WOULD LEAVE COUNTRY. HE HAS EARNED A BAD REPUTATION WITH EVERYONE IN TOWN, INCLUDING THIS EMBASSY AND PL, AND HE KNOWS HE IS VULNERABLE. HIS FATHER IS HIS ONLY PROTECTION, BUT AS HE

ALSO MENTIONED, HE NOW FINDS IT IMPOSSIBLE TO SPEAK TO  
HIM ANYMORE AS SOUVANNA NOW ONLY REPEATS PL THEMES.  
HOWEVER, PANYA IS ALSO A TRICKY CUSTOMER, AND WE WOULD NOT  
PUT IT PAST HIM TO TRY TO DIRECT HIS EMPLOYEES' ANGER  
AGAINST THE EMBASSY. WE ARE THEREFORE KEEPING SITUATION  
UNDER CLOSE WATCH.  
CHAPMAN

LIMITED OFFICIAL USE

NNN

## Message Attributes

**Automatic Decaptioning:** X  
**Capture Date:** 01 JAN 1994  
**Channel Indicators:** n/a  
**Current Classification:** UNCLASSIFIED  
**Concepts:** STRIKE VOTE, STUDENT DEMONSTRATIONS  
**Control Number:** n/a  
**Copy:** SINGLE  
**Draft Date:** 05 JUL 1975  
**Decaption Date:** 01 JAN 1960  
**Decaption Note:**  
**Disposition Action:** RELEASED  
**Disposition Approved on Date:**  
**Disposition Authority:** izenbei0  
**Disposition Case Number:** n/a  
**Disposition Comment:** 25 YEAR REVIEW  
**Disposition Date:** 28 MAY 2004  
**Disposition Event:**  
**Disposition History:** n/a  
**Disposition Reason:**  
**Disposition Remarks:**  
**Document Number:** 1975VIENTI04698  
**Document Source:** CORE  
**Document Unique ID:** 00  
**Drafter:** n/a  
**Enclosure:** n/a  
**Executive Order:** N/A  
**Errors:** N/A  
**Film Number:** D750233-0072  
**From:** VIENTIANE  
**Handling Restrictions:** n/a  
**Image Path:**  
**ISecure:** 1  
**Legacy Key:** link1975/newtext/t19750782/aaaacviw.tel  
**Line Count:** 122  
**Locator:** TEXT ON-LINE, ON MICROFILM  
**Office:** ACTION EA  
**Original Classification:** LIMITED OFFICIAL USE  
**Original Handling Restrictions:** n/a  
**Original Previous Classification:** n/a  
**Original Previous Handling Restrictions:** n/a  
**Page Count:** 3  
**Previous Channel Indicators:** n/a  
**Previous Classification:** LIMITED OFFICIAL USE  
**Previous Handling Restrictions:** n/a  
**Reference:** 75 VIENTIANE 4687  
**Review Action:** RELEASED, APPROVED  
**Review Authority:** izenbei0  
**Review Comment:** n/a  
**Review Content Flags:**  
**Review Date:** 21 JUL 2003  
**Review Event:**  
**Review Exemptions:** n/a  
**Review History:** RELEASED <21 JUL 2003 by CunninFX>; APPROVED <19 NOV 2003 by izenbei0>  
**Review Markings:**

Margaret P. Grafeld  
Declassified/Released  
US Department of State  
EO Systematic Review  
06 JUL 2006

**Review Media Identifier:**  
**Review Referrals:** n/a  
**Review Release Date:** n/a  
**Review Release Event:** n/a  
**Review Transfer Date:**  
**Review Withdrawn Fields:** n/a  
**Secure:** OPEN  
**Status:** NATIVE  
**Subject:** RAL EMPLOYEES' DEMANDS  
**TAGS:** AEMR, PFOR, US, LA  
**To:** STATE  
**Type:** TE  
**Markings:** Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 06 JUL 2006